



### 3.4.2 Social performance

In 2025, the Company carried out activities under its sustainability policy in the **social** dimension, summarized as follows.

#### 1) Employees and Labor

The Company adheres to Human Rights principles from recruitment through employee care and development, ensuring that all employees and personnel feel a strong sense of belonging and unity as part of the same organizational family.

#### Employment

The Company recognizes the importance of improving the quality of life of persons with disabilities and promoting equal opportunities for them to demonstrate their abilities. This enables them to earn an income, become self-reliant, and reduce the burden on their families and society. In accordance with its policy, the Company employs workers without discrimination and does not differentiate based on gender, nationality, race, social class, religion, beliefs, or social status. All employees are treated equally, and diversity of thought is respected. In the past year, the Company's workforce consisted of **62.38% female employees** and **37.62% male employees**. In 2025, the Company complied with the provisions of the **Persons with Disabilities Empowerment Act B.E. 2550**, Sections 33 and 35, by employing a total of **5 persons with disabilities**. The ratio of employees without disabilities to employees with disabilities is **1:100**, which exceeds the minimum requirement set by law.

The employment summary is as follows:

Description	Number of Employee					
	Male	%	Female	%	Total	%
Permanent Employees	152	36.89	255	61.89	407	98.79
Employees with Disabilities	3	0.73	2	0.49	5	1.21
<b>Total</b>	<b>155</b>	<b>37.62</b>	<b>257</b>	<b>62.38</b>	<b>412</b>	<b>100.00</b>